



Sowe Valley Primary School

Anti-bullying Policy

Why do we need an Anti-Bullying Policy?

Sowe Valley Primary School aims to provide a safe, secure, learning environment for everyone. This can be achieved through:

- Developing a school ethos in which bullying and racial harassment is not tolerated by pupils or staff.
- Actively discouraging bullying and racial harassment amongst children and staff.
- Quickly and positively dealing with any acts of bullying or racial harassment.
- Working to offer an education free from stereotypes and discrimination.

The school will not tolerate bullying of any kind. The aim of this policy is send this clear message to all members of the school community and to set out ways in which bullying can be prevented.

What is bullying?

Bullying usually has three common aspects:

- It is deliberately hurtful behaviour
- It is repeated over a period of time
- It is difficult for those who are victims to defend themselves.

It can be a series of such incidents, but it can also be one single frightening incident that has a significant impact on an individual child.

Three main types of bullying are likely to occur:

- Physical - hitting, kicking, taking belongings.
- Verbal - name-calling, insulting or racist remarks.
- Indirect/Psychological - spreading nasty rumours, excluding someone from a particular social group.

Bullying is harmful to all those involved, not just the person who is bullied, but also to those who bully and those who stand by.

The most important message for children is:

- Don't ignore bullying - it won't go away on its own.
- Tell someone you trust - a teacher, parent or friend.
- REMEMBER - IT'S NOT YOUR FAULT. No one deserves to be bullied.

How can serious bullying be identified?

Children say and do hurtful things to each other from time to time, but it is usually as a result of a playtime argument, rather than a specific bullying tactic, quickly forgotten by those involved. A disagreement between two pupils of equal standing can also generally be resolved quickly and amicably and should not be regarded as bullying. It is important that incidents of anti-social behaviour are dealt with in the proper manner (as laid down in the behaviour policy) but the majority of such incidents do not fall into the category of serious bullying.

What strategies can be used to combat bullying and racial harassment?

The school has in place various strategies which can be used to combat bullying by:

- Developing an appropriate sense of values and moral code in all aspects of school life and in all areas of the curriculum.
- Promoting a caring and open ethos in school where all are valued.
- Promoting co-operative behaviour (for example, through PSHE lessons, R Time sessions, paired and group work).
- Reinforcing positive behaviour through praise, encouragement, recognition and the fostering of self-worth.
- Fostering an open, caring environment where pupils can report incidents of bullying and racial harassment.
- Providing a quality outdoor environment.
- Ensuring that the structure for dealing with incidents of bullying and racial harassment is understood and applied by all.
- Reinforcing positive behaviour through assemblies.

How do we know if a child is being bullied - they might be too frightened to tell.

Incidents of bullying can be reported to any member of staff by children, parents or others who may be aware that it has happened. However, children who are being bullied are often too frightened to tell. The school has provision for these children to let staff know about it by:

- Leaving a note in the Messages Box outside the Learning Mentor's office. The Learning Mentor will then talk to the children sharing their concerns.

Children will be regularly reminded about this provision.

What should parents do if they suspect their child is being bullied?

Make an appointment to see your child's class teacher as soon as possible. Your concerns will be recorded and investigated thoroughly. If the problems seem to continue please speak to the head teacher or deputy head.

How should staff deal with bullying?

Any reported incident of bullying will be acted upon, never ignored, following the procedure laid down in Appendix 1.

The incident will be investigated as soon as possible, by talking to all parties involved. If the class teacher feels that serious bullying is taking place, staff will follow the procedures set down in Appendix 2.

Where applicable, a report of the incident and the subsequent investigation will be put in the Bullying Report Book in the Headteacher's office, along with details of any action taken.

Staff will continue to monitor behaviour patterns in order to prevent re-occurrence of the bullying, and parents will be encouraged to keep in regular contact with class teachers.

What will happen if my child is accused of bullying?

After an initial clarification of the seriousness of the accusation, parents of a child accused of bullying will be contacted by the Headteacher or a member of the Senior Leadership Team, and invited to take part in the investigation process.

Children who bully need help and support in order to change their behaviour and look at the reasons behind it. The PSHE scheme and R Time programme provide opportunities for children to examine their own behaviour and the effect it has on others. Raising the profile of bullying will help those who bully as well as those who are the victims of bullying.

What else can we do to prevent bullying?

All staff will look for early signs of distress in pupils and act immediately.

Pupils themselves can monitor behaviour and report any concerns to the School Council.

The PSHE curriculum is designed to promote a common understanding and respect between all pupils. Regular PSHE activities and circle times will address issues such as race and gender stereotypes, anger management, communication skills and relationships. Children will be taught the skills needed to negotiate and compromise, to see the other person's point of view, and to resolve possible conflict situations by making the right choices. Through role play, games and stories the children will have the opportunity to discuss their responses in difficult situations, and to talk about their feelings and the feelings of others

Finally, please be reassured that serious bullying is rare. By raising the profile of the bullying issue, talking about it with staff, pupils and parents, we can work together to help children feel good about themselves and about others, to speak out when they feel they are being treated unfairly, and to be certain that someone will listen.

Bullying : the investigation process for serious cases.

Possible strategies will include some or all of the following:

1. The class teacher will discuss the nature of the bullying with the 'victim', recording all the facts. The pupil will be reassured and, if necessary, immediate action taken to prevent any further bullying.
2. A member of the Senior Leadership Team will then interview the pupil or pupils accused of bullying. All interviews will be conducted in a private room, with individual children, and notes taken.
3. Any pupils who may have witnessed the bullying or been 'bystanders' should also be interviewed and notes taken.
4. Once the seriousness of the allegation has been established, the parents of the 'victim' and the parents of the pupil(s) accused of bullying will be contacted by the Headteacher or a member of the Senior Leadership team.
5. Sanctions may be applied, including withdrawal from playtimes or lunchtimes, depending on the nature of the incident.
6. A support network may be set up for the pupil who has been bullied, supervised by a member of the Senior Leadership Team, but under the direction of the Class Teacher.
7. A support programme may be put in place for the bully. This may include opportunities to discuss feelings and relationships in circle time or in small groups.
8. A report will be filed in the Headteacher's office, one copy for each child involved. These reports can be accessed at the Headteacher's discretion.
9. A review date will be set for the pupils involved to be interviewed by a member of the Senior Leadership Team, to make sure that the issues are being addressed and there has been no further repetition of the bullying.

Appendix 2

Bullying Incident Report

Date:

Incident reported by:

Child being bullied:

Bullied by:

Investigated by:

Details:

Continue overleaf if necessary.

Outcome:

To be followed up on: _____

THIS REPORT MUST BE FILED IN THE CENTRAL BULLYING REPORT BOOK
KEPT IN HEADTEACHER'S OFFICE.

Appendix 1

